



LABOR CLARION

LEADING ARTICLES—May 1, 1931

HOW LABOR TEMPLE WAS CONSTRUCTED
GREEN URGES FIVE-DAY WEEK
INDUSTRIAL ASSOCIATION GESTURE
DEPLORABLE CONDITIONS AT BOULDER DAM
ARE EDUCATORS AIDING BOOK TRUST?

THE SAN FRANCISCO BANK

SAVINGS

COMMERCIAL
INCORPORATED FEBRUARY 10TH, 1868

TRUST

*One of the Oldest Banks in California,
the Assets of which have never been increased
by mergers or consolidations with other Banks*

MEMBER ASSOCIATED SAVINGS BANKS OF SAN FRANCISCO

526 California Street, San Francisco, Cal.

December 31st, 1930

| | |
|---|------------------|
| Assets..... | \$140,052,813.27 |
| Capital, Reserve and Contingent Funds..... | 5,750,000.00 |
| Pension Fund over \$720,000.00, standing on Books at | 1.00 |

MISSION BRANCH.....Mission and 21st Streets
PARK-PRESIDIO BRANCH.....Clement St. and 7th Ave.
HAIGHT STREET BRANCH.....Haight and Belvedere Streets
WEST PORTAL BRANCH.....West Portal Ave. and Ulloa St.

For the past Quarter Year a Dividend on Deposits
of FOUR (4) per cent per annum was declared,
COMPUTED MONTHLY and COMPOUNDED QUARTERLY,
AND WHICH MAY BE WITHDRAWN QUARTERLY

THE LABOR CLARION

IS YOUR JOURNAL

It is owned and controlled by the San Francisco Labor Council, with which you are affiliated. It talks for you fifty-two times a year and you should have it in your home every week in the year. It counsels with you on matters of policy relating to your welfare and seeks to protect your interests always.

If in the past your organization has not been subscribing for its entire membership, begin to do so now.

LABOR TEMPLE

SIXTEENTH AND CAPP STREETS, SAN FRANCISCO

this
food
question . .

One hears a lot about it,
but there really isn't much
to it...that is, not for those
who know Hale's Food
Shop. The quality of food,
eight departments under
one roof, the prices. It
really pays one to come
down town to do one's
food shopping.



HALE'S



FOOD SHOP

FIFTH near MARKET STREET

Labor Council Directory

Labor Council meets every Friday at 8 p. m. at Labor Temple, Sixteenth and Capp streets. Secretary's office and headquarters, Room 205, Labor Temple. The Executive and Arbitration Committee meet every Monday at 7:30 p. m. Label Section meets first and third Wednesdays at 8 p. m. Headquarters' phone Market 0056. (Please notify Clarion of any change)

Alaska Fishermen—Meet Fridays during February, March, April and October, 49 Clay.
Asphalt Workers—Meet 2nd and 4th Mondays at Labor Temple.
Amalgamated Sheet Metal Workers No. 104—Meet Fridays, 224 Guerrero.
Auto Mechanics No. 1305—Meet Wednesdays, 8 p. m., 108 Valencia.
Auto & Carriage Painters No. 1073, 200 Guerrero.
Baggage Messengers—Meet 2nd Monday, 60 Market. Sec., Robt. Berry, 1059 56th St., Oakland.
Bakers No. 24—Meet 1st and 3rd Saturdays, at Labor Temple.
Bakery Wagon Drivers—Meet 2nd and 4th Saturdays, 112 Valencia.
Barbers No. 148—Meet 1st and 3rd Mondays, 112 Valencia.
Bill Posters No. 44—Meet 4th Monday, Shakespeare Hall, 15th and Mission.
Blacksmiths and Helpers—Meet 1st and 3rd Tuesdays, Labor Temple.
Boilermakers No. 6—Meet 2nd and 4th Mondays, Labor Temple.
Bookbinders—Office, Room 804, 693 Mission. Meet 3rd Friday, Labor Temple.
Bottlers No. 293—Meet 3rd Tues., Labor Temple.
Boxmakers and Sawyers—Meet 1st and 3rd Tuesdays, Labor Temple.
Brewery Drivers—Meet 3rd Tuesday, Labor Temple.
Brewery Workmen No. 7—Meet 3rd Thursday, Labor Temple.
Bridge and Structural Iron Workers No. 377—Meet 1st and 3rd Wednesdays, 200 Guerrero.
Butchers No. 115—Meet Wednesday, Labor Temple.
Butchers No. 508—Meet 1st and 3rd Fridays at Masonic Hall, Third and Newcomb streets.
Carpenters No. 483—Meets Mondays, 112 Valencia.
Cemetery Workers—Meets 1st and 3rd Saturdays, Labor Temple.
Cigar-makers—Meet 1st and 3rd Thursdays, 143 Albion.
Chauffeurs—Meet 2nd and 4th Thursdays at 112 Valencia.
Cleaners, Dyers and Pressers No. 17960—Office, 710 Grant Building.

Commercial Telegraphers—420 Clunie Bldg.
Capmakers No. 9—Jos. Shaw, 3749 Emerson st., Oakland, Calif.
Cooks No. 44—Meet 1st and 4th Thursdays, 8:30 p. m.; 3rd Thursday at 2:30 p. m., 1164 Market.
Coopers No. 65—Meet 2nd and 4th Tuesdays at Labor Temple.
Cracker Bakers No. 125—Meet 3rd Monday, Labor Temple.
Cracker Packers' Auxiliary—Meet 1st and 3rd Tuesdays, Labor Temple.
Dredgemen 45-C—268 Market.
Elevator Constructors No. 8—Meet 1st and 3rd Fridays, 200 Guerrero.
Elevator Operators and Starters No. 87—Meet 1st Thursday, 200 Guerrero.
Electrical Workers No. 151—Meet 2nd and 4th Thursdays, 112 Valencia.
Electrical Workers No. 6—Meet Wednesdays, 200 Guerrero.
Electrical Workers No. 537, C. A. Spicers.
Egg Inspectors—Meet 2nd and 4th Wednesdays at Labor Temple.
Federal Employees No. 1—Office, 746 Pacific Bldg. Meet 1st Tuesday, 414 Mason.
Federation of Teachers No. 61—Meet 2nd Monday, Room 227, City Hall.
Ferryboatmen's Union—Ferry Building.
Garage Employees—Meet 2nd Tuesdays, at Labor Temple.
Garment Cutters No. 45—Meet 2nd and 4th Fridays, Labor Temple.
Garment Workers No. 131—Meet 1st Thursday at 515 p. m.; 3rd Thursday, 8 p. m., Labor Temple.
Glove Workers—Meet 1st Tuesday, Labor Temple.
Grocery Clerks—Meet 1st Thursday, Labor Temple.
Hatters No. 23—Sec., Jonas Grace, 178 Flood Av.
Hoisting Engineers No. 59—Meet Mondays, at 200 Guerrero.
Ice Drivers—Sec., V. Hummel, 3532 Anza. Meet 2nd and 4th Tuesdays, Labor Temple.
Janitors No. 9—Meet 1st and 3rd Thursdays, at Labor Temple.
Ladies' Garment Workers No. 8—830 Market.
Longshoremen's Association—Sec., Emil G. Stein, 85 Clay.
Laundry Drivers—Meet 2nd and 4th Wednesdays, Labor Temple.
Laundry Workers No. 26—Meet 1st and 3rd Mondays, Labor Temple.

Letter Carriers—Sec., Thomas P. Tierney, 635a Castro. Meets 1st Saturday, 414 Mason.
Lithographers No. 17—Meet 2nd and 4th Thursday—273 Golden Gate avenue.
Machinists No. 68—Meet Wednesdays, at Labor Temple.
Mallers No. 18—Meet 3rd Sundays, Labor Temple. Secretary, A. F. O'Neill, 771 17th avenue.
Marine Diesel Engineers No. 49—Ferry Building.
Material Teamsters No. 216—Meet Wednesdays, 200 Guerrero.
Masters, Mates and Pilots No. 40—H. F. Strother, Ferry Bldg.
Masters, Mates & Pilots No. 89—Bulkhead No. 7.
Metal Polishers—Meet 1st and 3rd Thursdays, Labor Temple.
Milk Wagon Drivers—Meet Wednesdays, at Labor Temple.
Miscellaneous Employees No. 110—Meet 2nd and 4th Wednesdays, 131 Eighth.
Molders No. 164—Meet Tuesdays, Labor Temple.
Molders' Auxiliary—Meet 1st Friday.
Moving Picture Operators—Meet 2nd and 4th Thursdays, 230 Jones.
Municipal Cribbers No. 534—200 Guerrero.
Musicians No. 6—Meet 2nd Thursday; Executive Board, Tuesday, 230 Jones.
Office Employees—Meet 2nd and 4th Wednesdays, Labor Temple.
Ornamental Plasterers No. 460—Meet 2nd and 4th Tuesdays, 200 Guerrero.
Painters No. 19—Meet Mondays, 200 Guerrero.
Patternmakers—Meet 2nd and 4th Fridays, Labor Temple.
Paste Makers No. 10567—Meet last Saturday of month, 441 Broadway.
Photo Engravers—Meet 1st Friday, 150 Golden Gate avenue.
Plumbers No. 442—200 Guerrero.
Post Office Clerks—Meet 4th Thursday, at Labor Temple.
Post Office Laborers—Sec., W. T. Colbert, 278 Lexington.
Printing Pressmen—Office, 231 Stevenson. Meets 2nd Monday, Labor Temple.
Professional Embalmers—Sec., Geo. Monahan, 765 Page.
Retail Shoe Salesmen No. 410—Meet 2nd and 4th Tuesdays, 273 Golden Gate Avenue.
Retail Clerks No. 432, 150 Golden Gate Ave.
Retail Delivery Drivers—Meet 2nd and 4th Thursdays, Labor Temple.

Sailors' Union of the Pacific—Meets Mondays, 59 Clay.
Sailmakers—Sec., Horace Kelly, 2558 39th Ave. Meet 1st Thursday, Labor Temple.
Sausage Makers—Meet 2nd and 4th Thursdays, 3053 Sixteenth.
Shipyard Laborers—Meet 1st Friday, Labor Temple.
Stationary Engineers No. 64—Meet 1st and 3rd Tuesdays, 200 Guerrero.
Stationary Firemen—Meet 1st Tuesdays, at Labor Temple.
Steam Fitters No. 590—Meet 1st and 3rd Wednesdays, Labor Temple.
Steam Shovel Men No. 45—Meet 1st Saturday, 268 Market.
Stereotypers and Electrotypers—Meet 3rd Sunday, Labor Temple.
Stove Mounters No. 61—Sec., Manuel De Salles, R. F. D. 7, Niles, Calif.
Stove Mounters No. 62—J. J. Kerlin, 1534 29th Ave., Oakland, Calif.
Street Carmen, Division 518—Meet 2nd and 4th Thursdays, Labor Temple.
Tailors No. 80—Office, Room 416, 163 Sutter. Meet 2nd and 4th Mondays, Labor Temple.
Teamsters No. 55—Meet Thursdays, 536 Bryant.
Technical Engineers No. 11—John Coughlan, 76 Lennox Way.
Theatrical Stage Employees—Meet 1st and 3rd Tuesdays, 230 Jones.
Theatrical Wardrobe Attendants—Sec., Norah Alden, 288 9th.
Trackmen—Meet 4th Tuesday, Labor Temple.
Trade Union Promotional League (Label Section)—Meets 1st and 3rd Wednesdays, Labor Temple. Market 7560.
Tunnel and Aqueduct Workers—P. O. Box 934, Livermore, Calif.
Typographical No. 21—Office, 16 First St. Meet 3rd Sunday, Labor Temple.
United Laborers No. 1—Meet Tuesdays, at 200 Guerrero.
Upholsterers No. 28—Meet 2nd and 4th Tuesdays, Labor Temple.
Watchmen No. 15689—Sec., E. Counihan, 166 Bosworth.
Waiters No. 30—Meet Wednesdays, 3 p. m., 1256 Market.
Waitresses No. 48—Meet 2nd Wednesday at 8 p. m., 4th Wednesday at 3 p. m., at 1171 Market.
Water Workers—Sec., Thomas Dowd, 214 27th St. Meet 1st and 3rd Mondays, Labor Temple.
Web Pressmen—Meet 4th Sunday, Labor Temple.
Window Cleaners No. 44—112 Valencia.

LABOR CLARION

The Official Journal of the San Francisco Labor Council

VOL. XXX

SAN FRANCISCO, MAY 1, 1931

No. 13

HOW LABOR TEMPLE WAS CONSTRUCTED

A History of Difficulties Encountered and Overcome

At last Friday's meeting of the San Francisco Labor Council the final steps were taken providing for the transfer of control of the Labor Temple from the present organization to a reorganized corporation consisting of nine directors representing the Council. The new directors are to be chosen at a special election to be held May 22. The proposed plan, as printed in full in last week's Labor Clarion, contemplates that the directors-elect shall meet with the present board of directors to formulate amendments to the articles of incorporation made necessary in view of the proposed redemption of the outstanding bonds of the Labor Temple and relinquishing of control of the corporation by the bondholders, which is scheduled to take place July 7.

On that date the San Francisco Labor Council becomes the sole owner of the Labor Temple, free from incumbrance and with a working balance on hand to continue its operation.

Thus will be consummated a vision of a few earnest and energetic trade unionists, conceived as far back as 1905—the ownership and control of a Labor Temple devoted to the interests of organized labor, where headquarters might be established for the various unions and maintained as a nucleus around which the movement might center.

This stupendous task has been accomplished not without much sacrifice on the part of the unions themselves, and at the expenditure of time and services of devoted men whose aim was the furtherance of the cause. Directors have come and gone, some to their final rest, some to other fields of labor, and some few are still here to participate in the satisfaction afforded by the knowledge of a task well performed.

The names of the board of directors of the first Labor Temple, located at Fourteenth and Mission streets, whose task it was to inaugurate the plans for the erection of the frame structure known as the San Francisco Labor Temple, were as follows:

WILLIAM P. McCABE, Molders' Union
***J. J. O'NEILL**, Typographical Union
***R. CORNELIUS**, Street Car Men's Union
***A. SIEWERSKI**, Brewery Workers' Union
GEORGE W. BELL, Gas Workers' Union
LEO MICHELSON, Typographical Union
JOSEPH PUTIGAN, Bakers' Union
JOHN J. FIELD, Molders' Union
GUY F. THURBER, Laundry Workers' Union

The names of the present board of directors are:

JAMES W. MULLEN, president
JOHN P. McLAUGHLIN, vice-president
WILLIAM P. McCABE, secretary-treasurer
CHARLES CHILD **FRANK DONEGAN**
W. A. GRANFIELD **F. W. SCHULTZ**
W. OTTO **JOHN DEMPSEY**
S. TAUSSAINT **M. E. DECKER**
JAMES W. KELLY **MISS SARAH HAGEN**
H. CROSSLEY **W. R. TOWNE**

History of Temple Given

William McCabe, superintendent of the building, and a member of the board of directors of the San Francisco Labor Council Hall Association since its organization, is one of those who naturally

feel much gratification at the consummation of the plans of the organization. In addition to his duties as superintendent he is secretary-treasurer of the Hall Association, and naturally has been in touch with every phase of the planning, financing, building and maintenance of the Labor Temple. Recounting his experience to the Labor Clarion, he said:

Independence Desired

"In 1905, when secretary of the San Francisco Labor Council, the idea was conceived that the labor movement should own and control its own building, so as to be independent of landlords who would order us to vacate rented premises whenever our membership would be on strike for any length of time. We then proceeded to gather data from all the organizations as to the amount of money expended by them in rentals, which proved to be an enormous sum. These data were compiled for submission to the Labor Council. However, the earthquake and fire of 1906 destroyed them and temporarily frustrated our plans.

"About a week after the fire I secured an office for the Council at Fifteenth and Sanchez streets, and a meeting hall on Noe street, near Market. In May, 1906, the Council named a committee to investigate the possibility of securing a lot which would be suitable for the erection of a building to fill the needs of the Council for meeting purposes, offices and clubrooms. At that time real estate values were low, and we were offered a lease on a lot at Fourteenth and Mission streets, 100 feet by 50 feet, for five years at a monthly rental of \$20, the building erected to revert to the owner at the expiration of the lease. The offer was submitted to the Council, and after due deliberation the committee was instructed to form a corporation to be known as the San Francisco Labor Council Association and incorporate for the sum of \$10,000. It had been ascertained that a temporary building could be erected, including four lodge rooms and six offices, which would be ample to meet the needs of the Council for five years or more.

Selling the Bonds

"The committee then proceeded to dispose of bonds in denomination of \$100, at 4 per cent, to the various organizations affiliated with the Council. The unions responded generously, and in a short time a building was erected, which was ready for occupancy in November, 1906.

"The building proved to be a paying investment, but after occupying it for five years the land owner raised the rental from \$20 to \$100 per month, which consumed more than the total income in rentals. The Council recommended to the Hall Association that it proceed to reincorporate for the sum of \$250,000, issue bonds for that amount, and proceed to the erection of a permanent temple—one that would house all the unions and provide them with ample accommodations.

"In carrying out the Council's instructions the board of directors secured an option on the present site of the Temple for the sum of \$35,000, after many conferences in which the owners held out for \$40,000. A certain date having been set for the payment of the purchase price, and sufficient bonds not having been sold to raise the amount, we were in danger of losing the lot. But fortunately the Teamsters' Union came to the rescue and purchased bonds to the amount needed to

conclude the deal, and the lot was purchased on June 11, 1911. A loan of \$5000 was also made by the Teamsters' Union to the Hall Association at the time of the final payment on the building contract.

"During all this time the directors and committees from the Labor Council were engaged in a campaign to sell the bonds, and when enough had been sold a contract was let for the excavation of the lot. Then there was another delay of about a year, when enough bonds had been sold to warrant the letting of the contract for the steel frame. A further delay was necessary before the general contract for the building could be let. In July, 1914, after \$137,000 worth of bonds had been sold, the contract was let, and in September, 1914, the cornerstone was laid.

Bank Was Accommodating

"For nearly three years, during which time no income was received, interest was being paid on the bonds with borrowed money, and there was a deficit of \$20,000, which was needed to make payments to the contractors. Being unable to sell any more bonds at that time, we were compelled to seek a loan from the Bank of Italy at 6 per cent interest on a note secured only by the signatures of the officers of the Labor Council—A. J. Gallagher, president, and John A. O'Connell, secretary—and officers of the Hall Association—James W. Mullen, president, and myself as secretary. According to the agreement with the bank we would have eight years in which to meet the principal, based on the estimated earnings and expense submitted, which had been conservatively made in order that there might be no question of our ability to meet the obligation.

"However, after the opening of the building, on March 15, 1915, the monthly income far exceeded expectations, and we were enabled to pay the bank loan in three years instead of eight, thus effecting a substantial saving in interest payments.

Meets All Obligations

"In spite of the interest charges on loans and bonds, the association was able to meet all obligations. The money received from the Labor Council was placed in a savings account, and the interest on this added considerably to the income. Business conditions were good and continued so until 1921, when they began to slacken. Some of the unions were compelled to seek redemption of their bonds, and union meetings were curtailed, thereby decreasing the revenue of the association as a result of the business depression.

"The promise made to the purchasers of the bonds, that any union which desired to do so might have their bonds redeemed, was scrupulously lived up to, and many unions which had met with difficulties were compelled to take advantage of the offer."

The assets of the San Francisco Labor Temple Hall Association are in excess of \$157,000.

PRESSMEN IN NEW BUILDING

Secretary Stephen P. Kane of the San Francisco Printing Pressmen and Assistants' Union informs the Labor Clarion that his union is now established in its new quarters at 630 California Street. The telephone number is Garfield 2341, the same as before.

*Deceased

GREEN URGES FIVE-DAY WEEK

Would Absorb Jobless and Relieve Distress

Introduction of the universal five-day working week would be the most effective measure that could be taken against unemployment, President William Green of the American Federation of Labor says in a study of the shorter week appearing in the "Harvard Business Review."

"That failure to reduce hours of work in proportion to other progress has contributed to unemployment is evident from widespread provisions for part-time work, rotation of force and similar provisions to make employment go round," says Mr. Green. "Many companies have put in the five-day week as an emergency measure."

Opportunity for Culture

Declaring that the five-day week was the most important single step that could be taken to relieve unemployment, Mr. Green says that the introduction of the shorter work-week would absorb the jobless. He also shows that the shorter work-day would mean increasing leisure, opportunity for culture and an increasing time for the wage-earner to assume the responsibilities of citizenship.

"No group of citizens should be forced to restrict their lives to industrial problems and environments, but each should have opportunity for a rounded, balanced life," he adds.

After tracing the history of the shortening of the work period from 1822 and pointing out that as machines and methods of doing work have been improved the output of the individual worker has increased, Mr. Green goes on to say:

Industry Would Adjust Itself

"Each step has been contested by employers on the grounds of expense, upsetting of customary regulations and decreased output," says Mr. Green. "Yet since both work day and work week have been shortened, unit costs of production have lessened, output has increased many-fold and all of industry has learned more efficient habits. The force which employers ignored in their arguments is the adjustability of industry. Production is a live thing that finds new methods of its own volition or under compulsion. Pressure brought on any one point forces all other factors to meet a situation. Demand of workers for higher standards has been a stimulus to industry to find more efficient methods."

"The rapid mechanization of industry within recent years has made possible a far greater reduction in hours of work than has actually taken place. The production of the average worker in industry has increased far more rapidly in the decade since 1919 than in any other period of which we have record."

GASOLINE TAX FOR QUARTER

Price wars among the oil companies are a boon to the state as well as to motorists, it was revealed Thursday when gasoline tax returns for the first quarter of 1931 were announced by the State Board of Equalization. During the past three months California's gasoline taxes reached a total of \$9,973,312.77, according to John C. Corbett, San Francisco, member of the State Equalization Board from the First District. Contrasting this total with the revenue from the same source for the comparable period of 1930, Corbett finds that there has been a gain of \$1,227,203.61 or 14.03 per cent.

TOBACCO SALESMAN TO LEAVE

F. D. Frappia, who has spent several weeks in the Bay district in the interest of the union-made products of the John Weisert Tobacco Company of St. Louis, will leave in a few days for Salt Lake City, Denver and Kansas City. He has distributed many thousands of samples of Carmen cigarettes and Harp and "54" pipe tobaccos among the union men of the district.

CAUSE NOT DETERMINED

The Industrial Accident Commission has been unable to determine the cause of the collapse of the roof of Hesse Hall, on the University of California campus, it is revealed in a report made by Will J. French, director of the State Department of Industrial Relations.

The roof of the building, under construction, caved in on April 8, carrying eleven workmen to the basement fifty-five feet below. Three were fatally injured.

The report assigns five possible reasons for the collapse: The patent locking devices on the shores may have slipped, the diagonal bracing may have been ineffective, some of the braces may have been accidentally knocked off, there was a possible thrust in the framework if the shoring was not in plumb, and the bracing may have been insufficiently nailed.

WARNING FROM MONTANA

The Silver Bow Trades and Labor Council in Butte, Mont., calls attention to the fact that the papers along the Coast have been advertising the amount of work that is going to be started in Montana during the coming summer in the shape of highway work and gas lines. "There being thousands of men out of work in Montana," it says in a letter to the Labor Clarion, "we would ask you not to advise any workmen to come into this state with the hopes of finding employment. The last session of the State Legislature in Montana passed a law making it compulsory for all state, county, city, and school board work to be done by bona fide residents of Montana. The contractor having the laying of the gas line has signified his intention of hiring Montana labor."

LEGION PLANS FOR CONVENTION

Preliminary plans are now in preparation to make this year's convention of the California department of the American Legion, which will be held in Long Beach beginning August 31, the greatest on record, according to James K. Fisk, state adjutant. Each year the attendance at the convention has increased until now it is the largest annual meeting of any organization in the state.

MOLDERS' OFFICIAL HERE

Arthur Burns, third vice-president of the Molders' International Union, is a visitor in the Bay district this week, and has been renewing acquaintances around the Labor Temple. Cincinnati is his headquarters.

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"54" Mild Pipe Smoking Tobacco
"93" Cigar Cuttings
"Harp" Plug Cut
"Pike" Granulated Tobacco

NEWS NOTES FROM WORLD OF LABOR

A strike of printers has resulted in a reduction in the size of newspapers and in the number of editions, in Brussels, Belgium.

The Soviet government of Russia has put up the bars against Canadian goods and Canadian shipping, according to word reaching Ottawa.

The Wisconsin State Assembly defeated the Nixon bill that would establish an eight-hour day and 44-hour week for women wage workers. The vote was 65 to 30.

An attempt to introduce a bill in the British House of Commons to "prohibit the importation of goods made by foreign forced labor" was defeated on April 21 by 166 to 137 votes.

Married women in the employ of the city government of Syracuse, N. Y., who have husbands working and able to support them, face the loss of their jobs to make way for men, it is reported.

With the election of a special organizing committee of twenty-five members, the International Pocketbook Workers' Union has opened a campaign to organize non-union shops in New York City and other Eastern centers.

Only seven passengers were killed on American railroads in 1930, the lowest number ever recorded in one year by the Interstate Commerce Commission, according to a report made public through the American Railway Association.

Henry Ford refuses to consider or condone wage reduction in his own plants or in the more than 5000 other factories that supply Ford material and parts. This was made known by a spokesman for the Ford Motor Company.

Three hundred members of the Greenwich, Conn., Laborers and Hod Carriers' Union went out on strike recently, demanding enforcement of a wage scale of \$6.50 a day for common laborers and \$9 for hod carriers.

Governor Pinchot of Pennsylvania has signed the Mansfield bill, which awards double compensation to any minor under 18 who is injured while illegally employed. The employer and not the insurance carrier must pay the extra compensation.

The yellow dog contract, outlawed first in Wisconsin, now has no standing before the courts of Arizona and Oregon and is expected to pass out of Ohio and Colorado, legislatures in both States having enacted measures supported by organized labor. Illinois labor again is waging a hot battle for passage of the model bill.

It will be difficult for crooks with criminal records to break into government service after July 1, by reason of a recent ruling that all applicants for jobs must be fingerprinted. One reason for taking this precaution is the discovery that about one out of thirteen applicants for federal jobs has a police record. About 40,000 persons seek positions every year.

Several hundred mill workers employed by the Robinson Manufacturing Company at Everett, Wash., are on strike against a 10 per cent wage cut that would bring rates in many cases down to \$1.80 a day. Others would be paid \$2.10. The company last fall cut wages 20 per cent. The latest cut is being resisted and the employees favor organization. They are aided by the local trade union movement.

The street car men of St. Louis have received a notification from the officials of the Public Service Company that upon the expiration of their wage contract on May 19 the company proposes to withhold 10 per cent of their wages for a period of six months in order to tide the street car company over its financial difficulties, which are out-

lined in a letter to the Street Car Men's Union. The union has entered a strong protest.

Under the direction of Paul W. Fuller, educational director of the American Federation of Labor, a big labor chautauqua is being held at Augusta, Ga. H. H. Emmons of the Boot and Shoe Workers' Union spoke, and introductory addresses were made by Heywood Rivers, president of the Augusta Central Labor Union, and L. B. Furtick, vice-president of the Georgia Federation of Labor. Mr. Fuller presided and the exercises were opened by Mayor W. D. Jennings.

GARMENT WORKERS' CAMPAIGN

The campaign sponsored by the local Garment Workers' Union and the San Francisco manufacturers of union-made clothing which has been in progress for the last month, having for its object the popularizing of union-made products and the union label, will be continued, it was announced this week. Dr. James M. Heady, who has been visiting local unions and speaking over the radio in behalf of the movement, will continue with the work. W. G. Desepte of the Trades Union Promotional League, who has been rendering valuable assistance in the campaign, will also continue his efforts.

This movement should have the hearty co-operation of all unions and their membership. If pledge cards have not been distributed by the different organizations Miss Sarah Hagan, at Labor Council headquarters, should be communicated with. These pledge cards should be signed, and when the pledge has been redeemed by buying one or more local union-made shirts, should be sent to the secretary of the union which issued them, thereby enabling a check-up of results to be made.

By buying one or more union-made garments at this time you will be materially aiding in solving the serious unemployment situation which confronts one of the staunchest of local unions—the Garment Workers.

COMMUNITY CHEST ACTIVITIES

The Community Chest distributed \$78,088.03 for the care of indigent sick in twelve Community Chest hospitals during the first quarter of this year, according to a report issued by Dr. Langley Porter, chairman of the hospital council. Services valued at \$114,773.05 were given, some patients paying part of the cost. A total of 319 patients received free care and 817 patients received part pay care in hospitals. There were 111,573 visits to out-patient departments and visiting nurses made 8586 visits to homes where there was illness.

PREVAILING WAGE IN LOS ANGELES

Los Angeles labor has won its fight against cheap labor scales on the new construction approved in recent bond elections. City Council has gone on record requiring the city to pay "a salary or wage at least equal to the prevailing salary or wage for the same quality of service rendered to private persons, firms or corporations under similar employment." Skilled labor is assured the prevailing wage, but laborers probably will continue to receive \$4 a day, which is 75 cents lower than the regular scale.

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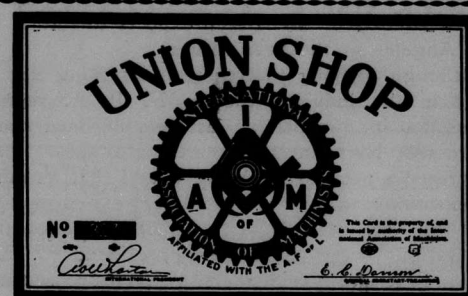
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RUN O' THE HOOK

Edited by the President of San Francisco Typographical Union No. 21. Members are requested to forward news items to Rm. 604, 16 First Street, San Francisco.

President Collins of Fresno Typographical Union paid a flying visit to San Francisco one day this week. While in the city Mr. Collins informed R. L. Dutcher of the "Wall Street Journal" chapel that the Fresno proposition had secured 150 endorsements, thus assuring submission to the referendum of a five-day proposition. It will be recalled that the Fresno proposition calls on the executive council to submit a proposition to referendum calling for a five-day week.

"Bob" Batup, commuter extraordinary, is again in San Francisco. Mr. Batup expects to return to Los Angeles in the near future.

Although denying that there is anything like a crisis in the industry the A. N. P. A. report shows that its membership last year declined from 501 to 482. Its financial statement also shows that it suffered a net loss in the year, and that its current income was insufficient to meet expenses.

At the April meeting of the union the following nominations were made: For president, C. M. Baker; first vice-president, A. G. Neilson; second vice-president, G. A. Sheridan; secretary-treasurer, L. Michelson; trustees, G. S. Hollis, C. A. Derry, C. K. Couse; reading clerk, Alice Hawkes-Bernett; sergeant-at-arms, D. C. Hanna, A. Odegard; executive committee, F. E. Ross, W. N. Mappin, J. J. Hebner, Geo. Finigan; auditing committee, M. S. Dunning, A. M. Gross, G. A. Maitland, Dennis Stillwell; delegates to I. T. U. convention, C. M. Baker, W. E. Pitschke, L. L. Heagney, F. C. Parks, Joseph Faunt Le Roy, A. M. Gross, F. H. Kothe; alternate delegates to I. T. U. convention, G. S. Hollis, H. J. Benz, E. F. Coleman, C. K. Couse; delegates to Labor Council, J. J. Hebner, C. A. Derry, G. A. Sheridan, R. E. Trickle, F. H. Kothe, G. S. Hollis, H. Heidelberg, G. H. Knell, C. M. Baker, A. G. Neilson; delegates to Allied Printing Trades Council, A. G. Neilson, G. H. Knell; delegates to Promotional League, W. N. Mappin, L. L. Heagney.

Call-Bulletins—By "Hoot"

The boys in "Agate Row" certainly have put in a hard week—first of all on account of daylight saving time in the East causing the financial news to come in earlier than usual.

But the main reason is that Jesse Newell, after almost five years of married life, was presented with a bouncing baby girl the end of last week. Every five minutes or so Jesse thinks of something the babe said or did (so he says) and the other members of the agate gang have to listen to his wild ravings. We are glad to say that mother and daughter are doing well. The actions of daddy talk for themselves. The cigars were "passed."

The sympathy of the chapel was extended to Oliver Weakley on the loss of his daughter. A floral piece was sent.

"Rabbi" Ludes has changed his name to "Rain-maker." The two days he laid off last month were both featured by rain.

Bob Johnson of the night side donated a night's pay last Sunday, and not to the unemployed, either. Bob got a ticket from a traffic officer while out in the wide open spaces, which just about took all he made the next night.

The boys on the night side seem headed for the dogs. At least, there is talk of forming a dog club. So far two members have signed up—Ed Weal, with his fox terrier, and E. Clarke, night machinist, with his bull (yes, we mean bulldog).

Charles Staples spent part of the week with his youngest son, who paid him a surprise visit.

Lloyd Newton, day machinist, is sporting a new set of molars. From now on he ought to pick up

in weight. He spent two days at Breen's Springs.

Jim Ramsey and "Deacon" Folger started out to fish last week end, but something went wrong. "Deacon" forgot the bait and Jim forgot the fishing tackle. Better luck next time.

"Chronicle" Chapel Notes—By C. C.

Wasn't that bird De Soto some kind of an explorer or globe trotter 'way back in the days when the Chinese were first printing sixteen-page magazine sections and printers first started to argue about the windows being open or should they be closed? True to its name, De Soto, the automobile that Charles Cullen pays taxes on, buys gas for, and swears at, has disappeared. Charley explains that his garage was broken open and the car stolen. We feel for Charley in his loss, but suspect the services of a couple of explorers from the police department will be necessary to find the automobile with the heredity trait.

At a specially convened chapel meeting Tuesday night the chapel adopted a resolution deprecating the discharge of Foreman J. E. Pigman.

With "gas" retailing at 9c a gallon and street car rides costing a jitney, Claude ("Red") King figured out on a piece of paper that it would be cheaper to own an automobile. Accordingly, King visited several automotive emporiums along Van Ness avenue and after listening to a talk on sterling qualities in construction, economy, etc., our Mr. King decided that the Nash was his car; thus we have a new motorist in the chapel and it is 100 to 1 that he forgets his license number next week.

One ventilator or suction fan was installed this week and it has made a difference in the atmosphere in that section of the room near the Mission street side of the building. The management also installed an electric water cooler for the thirsty.

Dan Shannon was around last week and says he is slowly making progress against his ailment. Dan has been off work for some time, giving battle to an ailment which he is now mastering. He has the good wishes of every member of this chapel.

Congratulations to Alex Gross, who received the Progressive Club endorsement as one of the delegates to the forthcoming I. T. U. convention.

Ed Campbell was not to be outdone by Red King as far as the purchase of a new automobile is concerned. Campbell purchased a new Ford coupe this week.

Miller Typographic Service Notes—

By R. H. Thatcher

Hello, everybody!

It will be my happy lot to set down here from week to week such noteworthy occurrences as may transpire in the Miller Typographic Service organization, to the end that its members may be entertained, as well as contribute to the edification of their many union friends.

Now, if you will come with me we will first orient ourselves by becoming familiar with the plant's locale before meeting the folks.

Here we are at 500 Sansome street in the modern structure that towers majestically toward the sky—adjacent to the historic landmark where the good but ill-fated ship Niantic was deserted by her crew in answer to the call of the Mother Lode in those romantic days of Alta California.

Following the desertion of the Niantic by her crew she was made fast to the beach, for the water came up to Montgomery street then, and served as the rendezvous of itinerant miners and engraving salesmen.

You will be pleased to know that this organization is represented throughout by Typographical Union members. The management, Mr. J. B. ("Jim") Miller and Mrs. Grace Miller, hold active cards. In the sales force the genial and persuasive Lloyd Connell, as well as "Count" Savage, are affiliated with the union.

Here we are in the plant proper.

Meet first of all William H. ("Bud") Griffin,

who supervises the plant's activities. "Bud" is a baseball fan and hails from Oakland.

We pass quickly through the hand department, coming upon the unsuspecting Thomas J. ("Tommy") Kinst. His outstanding accomplishment is having served a hitch in the navy.

Somewhere around you will see the brother, "Johnny" Kinst, apprentice. These two get along like brothers should.

Next we meet O. C. ("Hud") Hudson, from the Hoosier state. You will recall how this name had its origin: It being the custom of the inhabitants of Indiana to exclaim when hearing a knock at the door "Whose 'ere?" If we could read "Hud's" mind at this time of the year it is certain that we would detect an image of fishing in the hinterland of southern Oregon. Beware of his fish stories.

If you will look closely over here you will see none other than our humorist, Ben ("Beneficial") Bernasky. Note that he affects a modified hirsute adornment on the upper lip and is seemingly full of business.

These two quiet gentlemen are T. F. Galloway and S. N. Ferdig. More about them at another time.

Operating the two mills are R. O. Miller and Dale Morrow. We haven't caught up with Miller yet, but it is known that Morrow comes from Pennsylvania.

With a certain reverence and awe we enter the keyboard room, where we find Mrs. Elizabeth Dean and Mrs. Henrietta Pendell. Here the sharp staccato of the repeater key reminds one of the machine gun zone—only to learn that an innocent string of quads or leaders has been produced; but a relief to close the door gently behind us, albeit.

This battery of casters is under the care of S. L. ("Sam") Pollock, the gentleman with the thin hair and modernistic smock that reaches to his shoe tops. He is assisted by Attilio Miraglio. Aside from his duty of bringing into the world the many little types, he painlessly extracts the dues from the chapel each month.

We just have time to visit the proofroom. Meet, ladies and gentlemen, Mrs. Grace Miller, in charge of this department. She keeps the commas in or out of the proof and in their proper places.

Before leaving we will pause to exchange a few words of wisdom with "Jim" Miller.

The union members of this modern trade plant bid you good-bye until next week.

MAILER NOTES

By LEROY C. SMITH

Judging from what an active member of a local not far from New York has to say on the subject, the McArdle administration is encountering difficulties of an embarrassing nature. This member, in a letter to the writer, says, in part: "There is much confusion and consternation in the M. T. D. U. ranks. The last regular meeting of New York Mailers' Union No. 6 was a 'stormy' session. McArdle was reporting on his 'All Fools' Day' (April 1) excursion to Indianapolis. Insofar as he had nothing of an encouraging nature to report, he used up much valuable time in panning Howard, Randolph, Jimmy Martin, the San Francisco mailer scribe, and others."

Evidently McArdle has finally discovered that he cannot bulldoze the present executive council of the I. T. U. But he stated, however, that they (McArdle et al.) have one friend on the executive council, and that is Perry. Perhaps Perry passed

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the time of day with him. That's about all he can expect. McArdle and Charles N. Smith set off some "fireworks" for the edification of all mailerdom by indulging in a "verbal battle" at this meeting of the New York local. McArdle in plain words told Charles N. Smith that he (Smith) "did not know what it was all about." C. N. Smith retaliated by telling McArdle that "if it were not for lawyers writing his (McArdle's) letters he would be a private in the ranks." They are having a merry time with each other. They brought this whole controversy on themselves. We can afford to sit back and look on with no little amusement to viewing these two "mental giants" battle to a finish.

Seeing "the handwriting on the wall" perhaps, two of McArdle's candidates for delegate to Boston have withdrawn from the race. The McCarthy banquet, our informant states, was a flop, and it is said to have cost McArdle a neat sum. McArdle, our informant further states, was in partnership with Mary Murphy (who had been fighting the International Bookbinders) in a bindery. It is stated McArdle had several thousand dollars invested in the enterprise. Through this combination, our informant states, Cullen was made a representative of the New York Bindery Women's Union. It is reported that the bindery has been forced into bankruptcy and that everything is a total loss. McArdle has always posed as a "big shot" in the Allied Printing Trades Council. That organization took up the cudgel to fight Mary Murphy's battle, and as a consequence a sweeping court injunction was granted against them. More trouble for Mr. McArdle. How long he can stand it is a question.

Evidently it was an unlucky day for him (McArdle) when he had himself elected president of the M. T. D. U. If Charles N. Smith, as president, with \$100,000 to back him up, and with no

other "irons in the fire," could not rehabilitate the M. T. D. U., how can Mr. McArdle expect, with no \$100,000 "defense" fund to draw upon in these panicky times, and many "irons in the fire," to accomplish the trick without burning his fingers very badly? Apparently, while Mr. McArdle, with the "able assistance" of the present secretary-treasurer of the M. T. D. U., was heroically attempting to keep the I. T. U. and so-called outlaw mailer fires from reducing the M. T. D. U. to ashes, "spontaneous combustion" evidently has set fire to his home town local, Mailers' Union No. 6. Anyway, M. T. D. U. "fat is in the fire," for they are a house divided against themselves.

Boston Mailers' Union No. 1 was asked to accept an I. T. U. withdrawal card, recently. It was presented by Robert H. Smith, formerly of El Paso, Texas. The card was issued by Indianapolis Mailers' Union No. 10 (Boston is affiliated with I. T. U. only, while Indianapolis is an M. T. D. U. local). Looks as if that was a backward step, or else they are trying to break away from the M. T. D. U. They have always contended that the M. T. D. U. had absolute control of all traveling and withdrawal cards. The Boston local declined to accept the withdrawal card of Mr. Robert H. Smith, who thereupon returned to Indianapolis. Mr. Smith appeared to be a staunch union man who left favorable impression in Boston. But Mr. Smith in this case, like many others, is the unfortunate victim of an M. T. D. U. and its autocratic and blind officials, who rely on injunctions of Federal judges to keep them in office. Their policies have proven to be destructive and not constructive to the welfare of the working mailer. Dissolve the M. T. D. U. Send its officers back on the sub line. Doubtless after a few months of "pounding the pavements" they would view things from a twentieth and not a sixteenth century slant.

Are Educators Aiding Book Trust?

Sacramento Paper Claims "Slush Fund" Is Being Raised

Following the complete rout of the text book ring championed by Vierling Kersey and state school administrators when the members of the California Assembly voted 62 to 9 in favor of Assemblyman Roy J. Nielsen's state text book bill, the Sacramento Valley "Union Labor Bulletin" says it is reliably informed that the program fostered by Walter L. Bachrodt, superintendent of the San Jose city schools, to raise a \$40,000 slush fund, will be vigorously prosecuted by the text book interests and their representatives and supporters on the public payroll as school administrators in state or local school departments.

Alibi Exploded

The "Bulletin" proceeds:

"Members of the State Board of Education are on record as unalterably opposed to any intention of the printing of text books in the state owned and operated state printing office, shielding themselves behind the false contention that teachers and 'educators' declare the state texts obsolete and inefficient and the private texts 'superior,' yet when pressed for names their list includes only a few hand-picked administrators and supervisors selected by officials of the school department and rarely a single class room teacher. In at least one instance a 'study' was made by a group of Eastern 'educators and experts' for the advice and direction of our 'lay' board of education.

People Resent Educators' Attitude

"In spite of the strong lobby before the Legislature, including Superintendent Kersey, Deputy Superintendent Cohn, Attorney Lenz, Board Members Adams and Clark, and Mr. Bachrodt, the people of California still think that among the men

and women who actually teach children in elementary, high and college subjects there are literally hundreds just as competent to write and select text books as can be found anywhere outside the state, and they resent the attitude of any group of public servants devoting the time for which the state pays their salaries to belittling the teaching profession of California.

"The sentiment is becoming stronger every day for a complete change of administrators and policies in the State Department of Education.

Administrators Out of Step

"The state administration and Governor Rolph have made their stand against the proposed text book grab known in no uncertain terms. State Printer Hammond is fighting for the people. The Assembly by a seven to one vote has backed the administration. Over 90 per cent of the papers of the state have as positively declared their faith in California. Only the school administrators are out of step.

"If the school administrators get their slush fund from the teachers it will be by coercion and will brand them unfit for confidence. If they desire an initiative and referendum—if they wish to continue their insults against the teachers of California to include the legislators of California and the voters as well, let them cast the die."

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FRIDAY, MAY 1, 1931

INDUSTRIAL ASSOCIATION GESTURE

With a blare of trumpets and much spreading of printers' ink in the form of page advertisements in the daily newspapers, the Industrial Association of San Francisco is urging upon investors in the building industry that they provide for the payment of the Impartial Wage Board scale in their contracts and also that mechanics and laborers in that industry demand payment of that scale "and report to us promptly any attempted violation thereof." It also proposes rotation of employment.

It is safe to say that the only portion of the Industrial Association's announcement that is of interest to organized labor is that there is a rather nebulous agreement not to cut wages, and the recognition of the economic truths that have become universally accepted since the present depression began, and which are well expressed by the association as follows:

"Low wages mean curtailed buying power, stagnant business. At this time, of all times, San Francisco must take affirmative action to maintain buying power at its highest possible level, stimulate business, create confidence, trust, courage. THERE CAN BE NO BUSINESS WITH PROFIT UNLESS THERE ARE WAGES WITH PROFIT. When the mass purchasing power of the worker drops the income values of improved and unimproved property decline."

With this thought uppermost, the people of San Francisco, including both capital and labor, can proceed to reconstruct the industrial structure which has been ravaged by the depression. Let it be definitely understood that labor is not to be compelled to bear the brunt of the battle for reconstruction by indiscriminate cutting of wages and matters will gradually right themselves.

But why should the anxiety of the Industrial Association to maintain "purchasing power" of wage earners apply exclusively to the building industry? Frank C. MacDonald, president of the State Building Trades Council, makes the timely query, "Why does not the association first apply the rotation system and standard wage to its own employees before attempting to dictate conditions of employment elsewhere?"

Mr. MacDonald points out that "the association is financed principally by large corporations who are not employers of the building trades workmen, and consequently can not have any lawful authority to say what the conditions should be in the building industry." It thus shows itself to be a discriminatory body, he says.

The individual members of the Industrial Association, heads of large industries and employers of labor, have a wonderful opportunity to be of service to the community from which they draw their revenues. Let these employers set the example by putting into practice the principles which they urge on the building industry, and the battle for industrial readjustment will be half won.

Until the Industrial Association takes advantage of this opportunity its gesture is but the tendering of "Dead Sea fruits."

SHOULD AVOID PERSECUTION

There is danger that the campaign for the deportation of aliens found to be illegally in this country may develop into persecution and real injustice. Nearly 1500 such illegal entrants have been deported from the New York district alone since the middle of January, and the total of deportations is expected to reach 20,000 by the end of the year. Secretary of Labor Doak is quoted as saying: "I'm going after every evader of our alien laws, regardless of nationality, creed or color, because I hold the belief that persons who have no right to be here should give their places to Americans."

The purpose of finding employment for more Americans is commendable in itself. But the deportation of 20,000 foreigners in order to give their jobs to others will hardly make a perceptible dent in the unemployment problem. There must be other ways of creating employment for American citizens, and if not they should be evolved.

In their zeal to carry on their program the officials of the Labor Department have revealed some instances where hardship and grief have been inflicted upon persons whose only transgression has been a desire to earn an honest living for themselves and families in new environments under the much boasted era of prosperity that existed for some years. So long as that era lasted no one complained seriously except in the case of vicious and criminal aliens who had neglected the formality of complying with the immigration laws. Families have been torn asunder by the deportation of the bread winner, wives have been separated from husbands, children from parents, and men who had established homes have been compelled to relinquish them, at severe loss and deprivation.

The zealous hunt for "reds" is in danger of degenerating into persecution such as will not redound to the credit of the officials or to the government "conceived in liberty."

The "American Teacher" for May is a "Pacific Coast" number, and contains much of interest to California trades unionists. Some of its contents are as follows: "Retrospection," by Susie Corstein and E. J. Dupuy, Local 61, American Federation of Teachers; "The San Francisco Teachers' Salary Survey," Local 61; "San Francisco Administrators' Federation," Local 215; "How Our Dollar Was Spent," an analysis with graph by C. A. Davis of San Francisco Local 61; "Education in the California Legislature," by R. W. Everett of Sacramento local; "Teacher Participation in Curriculum," by Sara Canterbury Ashby; "California Child Labor Laws and Vocational Education," by Louis Bloch; "Why Workers' Education," by Paul Scharrenberg, and "The California Plan," by J. L. Kerchen.

Certain legislators at Sacramento are loud in their disapproval of alleged trading in votes on the anti-hanging bill. "It is reprehensible that legislators would stoop to such practices," declares one of the Solons, and another says that "such practices are a disgrace to our Legislature." And all liberty loving citizens will agree with them. The trouble is that the practice has become so ingrained in legislative procedure that the mem-

ber who refrains from indulging in it finds himself at a disadvantage. And why is the turmoil aroused over one particular bill?

In an interesting review of the political situation as related to the present period of industrial depression the Santa Barbara "Labor News" infers that "the old army game of dividing labor's vote on prejudice while economic questions are covered up" is being indulged in by the politicians. The writer warns his fellow workers that the politicians are endeavoring "to get you all to fussing with one another and to scratching and pulling hair over the prohibition question (which no President as an individual can settle) while you lose sight of the main issue, that 10,000,000 folks are asking 'when, what and how do we eat?'"

The Sewell trespass bill, now before the State Legislature, makes it illegal for any person to enter upon any fenced or cultivated land for the purpose of hunting or fishing, or upon any lake or non-navigable streams within such lands, where trespass signs are displayed. It would appear to be an effort on the part of a select few to shut out the general public from enjoyment of the liberality of the state in conserving fish and game resources. There are ample trespass laws at present.

A bill having for its object the shifting of "the excessive tax burden borne by homes, farms and all other real estate" is before the Legislature. It is backed by the property owners' division of the San Francisco Real Estate Board, which claims that real estate pays 85 per cent of the taxes under the present laws. The bill provides for a state tax research bureau to make an investigation of the state tax system and report in 1932. A fine opportunity for the propagandists.

A rather sad reflection on the conditions existing in San Francisco at the present time is revealed in the fact that during the strike of Chinese laundrymen "white labor was given employment in an effort to break the strike," according to the daily papers. "A number of the strike breakers were women with families who needed the employment," it was stated. And yet millions are collected in this city to aid the needy.

It is interesting to observe that the great steel trust, which had to be bludgeoned into abolishing the seven-day week and the twelve-hour day a few years ago, at its annual meeting on April 20 indorsed a pension plan for its employees. President Farrell hails it as "the greatest thing the corporation has done with respect to the welfare of its men in its thirty years' history." Details of the plan are not given.

Again we have some "news" from Russia. This time it is to the effect that the hated piece system, is to be introduced May 1. What is known as the "khozaschiot" (by this you may know it is authentic) is said to be on capitalistic lines of "rewarding individual efforts on skill and ability," as opposed to the communistic theory of equal division.

Ain't statistics wonderful? The United States Labor Bureau is reported to have ascertained that the "average family, consisting of 4.1 persons, can live here for a whole year on \$1111." Some of these statisticians ought to be classified as included in the "average family" and give a practical demonstration of their theories.

The Pasadena "Labor News" made its appearance on April 23 with an attractive anniversary number of twenty-eight pages, brim full of news and discussions of labor problems.

THE CHERRY TREE

With a little hatchet the truth about many things is hewed out—sometimes profoundly, sometimes flippantly, sometimes recklessly.

There is grave doubt as to whether Nero fiddled while Rome burned, and perhaps Mr. Albert H. Wiggin isn't playing the violin either, just now. But Rome did burn and Nero didn't stop the fire at any rate. If Nero did actually pour out the strains of some good old Roman pre-war music, he did no worse than is being done by Mr. Wiggin and such other banking men as Rome C. Stephenson.

For these bankers are all set to destroy the foundations of national well-being. They are doing what they can, by striking at wage standards, to make a crippled economic system limp the more painfully and visibly. Perhaps some future historian, getting his allegory straighter than his detail, will write:

"While the United States shook and shivered in the desperation of a terrific economic crisis, Mr. Albert H. Wiggin, one of the gilded Neros of the time, climbed out upon the parapet of his banking building and on his violin sought to display his joy by playing with much zest the then popular tune, 'I want my gold when I want it.'"

* * *

Getting into reverse again and returning to allegory, it may be that bankers such as Mr. Wiggin, tempted as was Joseph, but in a different field of action, are not lacking in desire and so yield to the tempter who beckons them to seek more power.

The glamour of the golden Mrs. Potiphar beckons them and they are willing enough to risk the safety of the whole world about them.

Always there have been temptations to cause men to lose their senses—and sometimes their heads.

However, in every field and to all men there comes an end of orgiastic conduct and the bankers will either forsake greed or lose their graft.

* * *

But now comes the question of whether men like Wiggin are, from the economists' standpoint, or the workers' standpoint, any worse than men like Babson, once called Babbling Babson by the late Samuel Gompers.

Babson is quoted as having said: "I believe that the resistance that organized and unorganized labor is making against a readjustment of wage scales is distinctly retarding a return to prosperity."

Now, that's Babsonism. Babson is one of the most expensive financial advisers in the United States. He maintains a great establishment from which advice pours into the mails day by day, going to those that pay for it.

"Lower wages are inevitable," he tells the wide world.

That's Babson. Let it be remembered, even unto the fourth and fifth generation!

And there ought to be some power somewhere able to require an explanation as to how and why a man so minded can call himself an economist and get away with it.

* * *

Turning aside for a moment, let us pay attention to the reports that union men are rebating part of their pay, for the sake of getting work. Back-handed wage-cuts are reported. These reports may be true. Undoubtedly in some cases they are. It is not unnatural. There is no use expecting the impossible.

As a matter of fact, many openly regard this more or less secret method as better than open acceptance of reductions, which cannot be toler-

WIT AT RANDOM

"The husband ought to have a voice in the furnishing of the home," says a woman writer. "Oh, but he does—the invoice."—Boston "Transcript."

Lady—Have you ever been offered work? Tramp—Only once, madam. Aside from that, I've met with nothing but kindness.—Hudson "Star."

First Picnicker—Isn't this an ideal spot for a picnic dinner? Second Ditto—It must be. Fifty million insects can't be wrong.—Ex.

"Are the Blanks getting along any better than they used to?" "Worse. They have twin pews in church now."—Boston "Transcript."

"What a lot of friends we lose through their borrowing money from us." "Yes, it is touch and go with most of them."—Boston "Transcript."

Mother—Why are you reading that book on the education of children? Son—To see if you are bringing me up properly.—Utica "Press."

Floridan (picking up a melon)—Is this the largest apple you can grow in your state? Californian—Stop fingering that grape.—"Royal Arcanum Bulletin."

"I've solved the mystery of what a hotel means when it advertises 'rooms \$1 and up.'" "What is it?" "I got one of the dollar rooms and was up all night."—Chicago "News."

Diner—What sort of pudding is this? Waitress—We call it college pudding, sir. Like it? "No. I'm afraid there's an egg in it that ought to have been expelled."—"Stray Bits."

Ma Talltimber—I'm afraid Bud has learned to gamble at college. Pa—Well, I hope he's finally mastered the study. His expenses while he's been learning it have been too much for me.—"Labor."

Mrs. Brown (with newspaper)—John, it refers here to some gunmen taking a man for a ride. What kind of a ride? Brown—A slay ride, my dear.—Boston "Transcript."

A colored woman consulted the village lawyer. "Ah want to divo'ce mah husband," she smiled. "What's the trouble?" asked the lawyer. "That nigger's done gone an' got religion, an' we ain't seen a chicken on de table foh two weeks."—Ex.

The other day a nice old lady brought a lot of magazines to a veterans' hospital and passed them around. One poor cripple got the "Saturday Evening Post," but it didn't do him any good. He couldn't lift it high enough to read it. A sufferer in the next bed got a copy of the "Dial," but he couldn't read it. The pages had never been cut. A sergeant was handed the "Atlantic Monthly." Pretty soon he had to ask for a dictionary to interpret it. A little way off a happy-go-lucky bum got the "American Mercury." Before supper he had complained about the food, the service, the heat, the bed, and the divinity that shapes our ends. Then someone got "Physical Culture." He fell out of bed and broke his arm trying to do flexing exercises. The poor bird who got the "Love Story Magazine" spent the afternoon ringing for the nurse and trying to hold her hand. One unfortunate got hold of "The Nation." When he found out that practically nothing is right in the world, he sobbed himself to sleep.—"The Kalends."

ated. The rebate can be stopped. It is not on record. The official scale remains. As long as that stands ground has not been lost definitely.

The thing that is rotten in this situation is the urge to wage-reduction from men like Babson—and the boob economics that come from men like Wiggin. Put a pin in such things and keep it there. Forget not!

QUERIES AND ANSWERS

Q.—When was the first Federal child labor law passed?

A.—September 1, 1916. It was held unconstitutional by the United States Supreme Court in 1918.

Q.—Who said: "The labor press is one of the best avenues of education available to the trade union movement"?

A.—This is from a declaration on the labor press made by the 1909 convention of the American Federation of Labor.

Q.—What State Legislature recently asked Governor Rolph of California to pardon Thomas J. Mooney and Warren K. Billings, convicted on perjured evidence of complicity in the bombing of the Preparedness Day parade in 1916?

A.—The Legislature of Wisconsin.

Q.—Have diamond workers a union?

A.—Yes. It is the Diamond Workers' Protective Union of America.

The Corrigan-McKinney Steel Company of Cleveland, Ohio, has announced a 10 per cent wage reduction for 1800 laborers and salaried employees.

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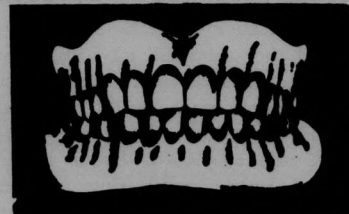
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SAN FRANCISCO LABOR COUNCIL

Action on Butchers' Controversy Again Laid Over

An address on the controversy between the international Butcher Workmen and the local butchers' unions by President Maxwell of the State Federation of Butchers and the weekly report by Secretary O'Connell on the progress of labor legislation at Sacramento were the features of last Friday's meeting of the Labor Council.

Mr. Maxwell gave the local butchers' side of the dissension that has arisen in the relations of the butchers with their international, and at the conclusion of his remarks it was the consensus of opinion that further efforts should be made to bring the disputants together. The committee to whom the matter had been referred was instructed to meet with the executive committee of the State Federation of Butchers and endeavor to adjust the controversy.

Secretary O'Connell's report on legislative matters was listened to closely by the delegates. In recounting the action of the Assembly Judiciary Committee in reporting favorably the "yellow dog contract" measure he spoke in laudatory terms of the efforts of Assemblyman Frederick Hauser of Los Angeles in behalf of the bill. He said that Mr. Hauser made a great impression on the committee, which is composed entirely of lawyers, in his closing address, and tore the arguments of the representative of the Employers' Association, who had preceded him, to shreds.

The uncertainty as to the date for adjournment of the Legislature, owing to delayed action on the budget, was holding up action on certain bills of interest to labor, said the secretary, but there was hope that at least some of them would receive favorable consideration.

Synopsis of Minutes of April 24

Meeting called to order at 8:15 p. m. by President D. P. Haggerty.

Roll Call of Officers—Vice-President Dixon excused.

Reading Minutes—Minutes of the previous meeting approved as printed in the Labor Clarion.

Credentials—From Waiters' Union No. 30, John G. Hirshfield, W. T. Cotts vice Harry Coleman, and W. G. C. Turner. Delegates seated.

Communications—Filed—From John Weisert Tobacco Co. thanking members of organized labor for assistance given them by demanding union labeled cigarettes and tobacco. Minutes of the Building Trades Council. From Stationary Firemen, inclosing copy of wage ruling which it presented to the Board of Public Works and the Finance Committee of the Board of Supervisors.

Referred to Secretary—From the Local Joint Executive Board of Culinary Workers with reference to the conditions of their members at the Seals' Stadium.

Referred to Labor Clarion—From Silver Bow Trades and Labor Council, advising men to stay away from Montana as there were thousands of unemployed there now, and employers have adopted policy of giving preference to local labor.

Request Complied With—From the American Federation of Labor, requesting information regarding the progress of the five-day week movement.

Report of Executive Committee—In the matter of controversy between the Musicians' Union and the Manager of the Balconades, after a discussion it was referred to a sub-committee for the purpose of effecting a settlement with Mr. Cabou, attorney for the Manager. Awaiting a result of the said conference the matter was taken under advisement. Secretary reported the matter in course of adjustment.

Special Committee—Secretary O'Connell re-

ported that the committee appointed to wait upon the Butchers had complied with the wishes of the Council and attended the meeting. They voted to withdraw from the Council and their International. Secretary reported that a meeting of the executives of the State Federation of Butchers will meet one week from Sunday. A motion was made and seconded that the matter lay over for two weeks; motion carried.

Reports of Unions—Teamsters still contributing to the fight against the Milk Producers of Central California.

Unfinished Business—The amendment to the Constitution of the Council providing for the representation of the Labor Council in the corporation organized for the purpose of managing the San Francisco Labor Temple was up and read for the third time. A motion was made that the amendment be adopted; motion carried.

Report of Legislative Agent—Secretary O'Connell gave a very interesting resume of the bills now pending before the Legislature.

Auditing Committee—Reported favorably on all bills, and warrants were ordered drawn for same.

Receipts—\$472.76. **Expenses**—\$494.76.

Council adjourned at 9:15 p. m.

Fraternally submitted.

JOHN A. O'CONNELL, Secretary.

Minutes of the Ladies' Auxiliary

The Ladies' Auxiliary of the Trades Union Promotional League held its meeting April 15 in room 315, Labor Temple, Sixteenth and Capp streets. The meeting was called to order by the president, Mrs. Desepte, at 8:20 p. m. Roll call of officers showed all present. Minutes of the previous meeting were read and approved.

Communications were read and filed. Bills were ordered paid.

Reports of committees showed good progress. The report of the Hosiery Committee showed a new assortment of hosiery on hand.

New business: A motion was made that the Auxiliary have a bunco party on May 6 at the Labor Temple after the League has finished its meeting. We invite the delegates and their wives to our bunco party. Good prizes.

With no further business to come before the Auxiliary, the meeting adjourned.

Respectfully submitted.

MRS. DECKER, Secretary.

UNION-MADE FIRE APPARATUS

The International Association of Machinists asks publicity for the following:

"Union-made clothing, union-made shoes, overalls, tobaccos and some other commodities are called to our attention repeatedly by their producers—employers or employees—but union-made fire fighting apparatus is unusual in its appeal to the ordinary fellow. Yet it should not be; any product that is made under strictly union conditions and whose proprietors are fair in their practices deserves the support of every member of organized labor.

"Discussion of this subject at this time is prompted by the fact of the renewal of working agreements between the American LaFrance and Foamite Corporation of Elmira, N. Y., and all the organized crafts in their employ.

"The American LaFrance and Foamite Corporation is the oldest and largest manufacturer of fire fighting apparatus in the world. Its history dates back for eighty-six years and its products are such as to assure good and continuous service to the community they protect. The American LaFrance fire fighting apparatus is made under union condi-

tions, for all crafts in their employ are unionized and working under agreements. This is the only plant making fire fighting apparatus that is a union shop and works under union conditions—union men and union wages and hours.

"Therefore, we urge trade unionists everywhere to use their influence to have their city officials give preference to the American LaFrance and Foamite Corporation of Elmira, N. Y., when contemplating the purchase of fire fighting apparatus. We ask that wide publicity be given to the fact that the American LaFrance and Foamite Corporation is not only fair to organized labor, but that its products are made by the best and highest skilled mechanics available. Local unions everywhere can co-operate by having local committees meet with the municipal officials when their community—large or small—is in the market for fire apparatus and urge the purchase of American LaFrance apparatus because it is the best and is the only fire apparatus union made."

DEPRECATES WAGE CUTTING

Secretary of Commerce Robert P. Lamont, addressing the United States Chamber of Commerce Wednesday at Atlantic City, N. J., counseled the nation's business leaders against wage cutting as a solution of their problems. Instead, he said, the most prosperous periods in history have been those "coincident with high wages and shorter hours." Lamont told the chamber that the government had done all possible; that the problems were so vast that no single effort could solve them; that business itself, as the American individualistic tradition dictates, should get together "to sit on the bulge" of enthusiasm that makes overproduction during boisterous periods of prosperity.

WHOLESALE PRICES IN MARCH

The index number of wholesale prices computed by the Bureau of Labor Statistics of the United States Department of Labor shows a further recession in March. This index number, which includes 550 commodities or price quotations weighted according to the importance of each article and based on prices in 1926 as 100.0, declined from 75.5 in February to 74.5 in March, a decrease of a little over 1 1/4 per cent. This compares with a decrease of 2 per cent between January and February. The purchasing power of the 1926 dollar in March was \$1.342.

WE DON'T PATRONIZE LIST

The concerns named below are on the "We Don't Patronize List" of the San Francisco Labor Council. Members of Labor Unions and sympathizers are requested to cut this out and post it.

American Tobacco Company.
Austin's Shoe Stores.
Block, J., Butcher, 1351 Taraval.
Bella Roma Cigar Co.
Co-Op Manufacturing Company.
Clinton Cafeterias.
Ernest J. Sultan Mfg. Co.
E. Goss & Co., Cigar Mfg., 113 Front.
Foster's Lunches.
Goldstone Bros., manufacturers of Dreadnaught and Bodyguard Overalls.
Great Western Tea Company, 2388 Mission.
Hollywood Dry Corporation and its Products.
Koffee Kup, 5424 Geary.
Kress, S. H., Stores.
Manning's, Inc., Coffee and Sandwich Shops.
Market Street R. R.
Mann Manufacturing Company, Berkeley.
Milk Producers' Assn. of Central California.
Producers of "Modesto" and "Challenge" Butter.
National Biscuit Co., Chicago, products.
Purity Chain Stores.
Steinberg's Shoe Store, 2650 Mission.
Steinberg's Shoe Store, 1600 Fillmore.
The Mutual Stores Co.
Torino Bakery, 2823 Twenty-third.
Traung Label & Litho Co.
Union Furniture Co., 2075 Mission.
All Barber Shops open on Sunday are unfair.

Deplorable Conditions at Boulder Dam

Las Vegas Crowded With Penniless Men

Don Cameron, a representative of the United Brotherhood of Carpenters and Joiners of America, who recently made a personal investigation at Las Vegas and the Boulder Dam site, graphically describes conditions as he found them and sounds a warning to workers everywhere to shun Boulder Dam if they would escape the privations and sufferings of hundreds who are now stranded there. The story is printed in "Labor," Washington, D. C., as follows:

Boulder Dam is a cemetery in which lie buried the hopes of many hundreds of workers who have traveled there from all sections of the country in search of jobs.

They were attracted by widely published advertisements stating that 10,000 men would be needed to build the dam, at a minimum wage of not less than \$5 per day, but they learned on arrival that there were already on hand many more workers there will ever be needed.

Boulder Dam is a large project, but I have been informed by United States army engineers that not more than 1000 workers will be employed on it at any one time. This reveals the extent of the tragedy that is stalking throughout the entire district, with more men here than can expect to obtain jobs and the surplus increasing daily.

Jobless and Penniless

Las Vegas is crowded with unemployed men, most of whom are penniless and seeking any kind of work that will pay them enough to get back home. The Western Union telegraph office and the post office are besieged with anxious men awaiting replies to their appeals for money.

In traveling the thirty-one miles from Las Vegas to the dam site I found camped in tents in the brush of the Colorado River bottoms about 400 people, lured here by the promise of work. They were out of gasoline and unable to go farther. None of them knew from whence the next meal would come.

These stranded men told the same story—they had read advertisements in their local papers calling for workers. Nearly every state in the Union was represented, including the far Southern states of Alabama and Florida.

Wages and Jobs Delusions

Not only has the assurance of jobs proven a mirage, but the promise of good wages is also a delusion.

The R. O. LeTourneau Construction Company, which has a grading contract amounting to about \$350,000, and the Lewis Construction Company, with a contract for \$450,000, are paying laborers \$4 per day.

Both concerns say they can get all the men they need for smaller wages, so intense is the competition for jobs.

The Six Companion, Inc., successful bidder for the \$48,000,000 project, is employing about 200 men, including thirty carpenters who are building thirty houses which are to house workers at Boulder City.

Wages paid are \$5.60 for carpenters and \$3.50 for laborers. Out of these wages all workers must pay to the company \$1.60 per day for board and room and 15 cents for hospital and insurance.

Not Much Left

Out of the first month's pay is taken \$3 as poll tax, which is paid to the state.

After paying for board and room and other deductions, laborers have but \$1.65 per day to cover all other needs, a pitifully inadequate sum in view of the boom prices that prevail throughout this region.

It is significant that, while the employers have

been quick to live up to the Nevada law regarding the payment of poll taxes and hospital fees, they have overlooked another state law calling for a minimum wage of \$4 per day.

Representatives of the Nevada state government, and particularly the representatives of Las Vegas, seem to favor a fair wage on this great construction job, but they are unable to cope with the rush to Las Vegas from other states.

No Calls for Workers

In spite of these conditions, unless the true story of conditions here can be broadcast, thousands of workers will be added to those already on the ground. The United States employment agency at Las Vegas reports that 2800 persons have personally registered for work on Boulder Dam and that 8000 have registered by mail. So far no calls have been made for help by employers.

After making the most careful investigation possible, it is my advice to all men looking for work to save their gasoline and seek employment in their own localities, for the time being at least.

Organized labor should insist that no further appropriations be made for this work unless wages are adjusted to meet present living costs. The wages now being paid do not, I am sure, reflect the wishes of many Senators and Congressmen who voted for this project, nor should they be tolerated in one of the richest countries in the world.

With all the improved machinery and the relatively few men that will be engaged, the contractors can well afford to pay better wages, and should be compelled to do so.

HOSIERY WORKERS WINNING

With the settlement of the strike at the Weber & Hunter shop of Philadelphia, putting about 100 additional people back to work under union conditions, the total of all settlements since the general strike of non-union full fashioned mills was called on February 16, is now fourteen. Close to two thousand workers are now working under agreements guaranteeing union wages and hours who were working under non-union conditions. The Gold Seal mills caused over 400 employees to be returned to their jobs during last week. The Huntingdon hosiery mill, about fifty employees, also signed up in the past few days.

CONFERENCE ON MODIFICATION

The Committee on Modification of the Volstead Act appointed by the American Federation of Labor has been in session at Philadelphia this week. Matthew Woll, vice-president of the Federation, who is the head of the committee, and I. M. Ornburn, president of the Cigarmakers' International Union, secretary of the committee, made addresses. The report submitted said: "Our survey indicates that victory is in sight if those who have voluntarily enlisted in this cause will make their wishes known to the Senators and Congressmen from their States."

TEACHERS' RETIREMENT BILL

Over the opposition of Senator Swing, finance committee chairman and a spokesman for the Rolph administration, the State Senate on Wednesday brought the teachers' retirement bill to the floor for a vote early next week. Public school teachers, favoring the establishment of a new teachers' retirement system, estimated to cost the state an additional \$8,000,000 biennially, won a victory when the Senate by a 22 to 16 vote withdrew from the finance committee of that body the Rochester bill on the subject. The bill had been killed by the committee several days ago.

HOW, INDEED!

"If there was such a thing as a properly fixed wage rate for various industries and trades, then there might be some reason in the suggested reductions. But there has been no such properly fixed rate," says Secretary of Labor Doak. He continues: "If you haven't got foreign markets, the only way to bring back prosperity is by increasing domestic consumption. How that can be done by reducing the present level of wages is too much for me."

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COMMISSIONER DEPLORES WAGE CUTS

Curtailment of Buying Power Will Prolong Depression

James W. Mullen, Chief of the Division of Labor Statistics and Law Enforcement, has issued a statement to employers of labor in California pointing out the dangers of wage reductions. "A significant number of small and large employers," said Mr. Mullen, "have during recent months reported wage decreases affecting all their employees. These wage reductions, which range from 5 to 20 per cent, will seriously curtail the purchasing power of consumers which already has been reduced because of part-time employment. The lowering of the standard of living of wage earners through wage cutting is bound to prolong the present depression and make matters worse, not only for the merchants who depend upon the spending ability of the marginal consumers but also upon manufacturers, who cannot dispose of their products unless the retailers are able to sell these products to the public.

"Should the policy of wage cutting continue, it is bound to lead to organized resistance on the part of the workers affected, who should not be compelled to suffer further deprivations because of a business depression for which they are in no wise responsible."

According to Mr. Mullen, wage reductions have been recently put into effect by many employers in all parts of the state. Several lumber companies employing from 200 to 500 workers have reported a 10 per cent wage cut. Two furniture companies, with from twenty to seventy employees, have reported wage decreases of from 10 to 15 per cent. Manufacturers of sash and doors, some of whom are employing as many as 400 men, have reported a 5 per cent wage reduction. Other employers of labor who have recently reduced wages include manufacturers of men's clothing, shoes, rubber goods, mattresses, fabricated steel, well drilling machinery, and other products.

THANKFUL TO LABOR

Three years ago the teachers of San Francisco determined to make a thorough study of the salary situation to ascertain whether increases were justifiable and possible. To this end a committee of thirty-four teachers was chosen, representing twelve local teacher organizations. That committee, organized in April, 1928, and still active, worked harmoniously as a committee and with the citizens' committee appointed by the Board of Education, maintained a high degree of co-operation among the teachers, and conducted a survey costing almost ten thousand dollars. The final result was the adoption by the Board of Education in 1930 of a new salary schedule establishing new maxima ranging from \$300 to \$800 over the schedule.

It is not the purpose of this article to trace the history of the work of the consolidated salary committee. We are interested primarily in the part played by labor in the whole work.

Of the thirty-four members of the teachers' committee, eighteen were members of the Teachers' Federation. The full significance of this is not apparent until one realizes that the membership of the Federation was approximately 7 per cent of the total teaching force. Yet this 7 per cent furnished over 50 per cent of this, perhaps most important teachers' committee in this city for years.

The Board of Education appointed a citizens' committee to review any data submitted by the teachers and render a report with recommendations as to a new salary schedule. The chairman of that committee is a recognized labor leader, Mr. James W. Mullen. The statistician chosen as executive secretary by the citizens' committee,

Mr. H. P. Melnikow, is a former member of Teachers' Federation Local 61.

The entire work was actively supported by organized labor from the inception of the movement until the final adoption of the schedule. The teachers of San Francisco may well be thankful for Locals 61 and 215 and their connection with Labor, more thankful than they will ever know or be.—"The American Teacher."

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You can learn the reason for this by stopping in after school at any store where Gas Ranges are on display. You can inspect the ranges without any obligation on your part. If you take Domestic Science at school this visit will prove valuable in your work. If not, you should come anyway because you are certain to use the knowledge you gain by your visit.

There is one feature on the new Gas Ranges that we want you to notice especially. It is the Oven Temperature Control.

Perfect oven cooking owes its success to this device more than to any other single thing. You should know all about the Oven Temperature Control.

After school visit one of the stores where Gas Ranges are sold. Courteous attendants will answer your questions and explain the new improvements. You will profit much because you will learn how simple and easy it is to cook with the modern Gas Range.

Save \$16. The price of the oven heat regulator will be deducted from any gas range priced at \$116 or more, May 4 to 10.

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